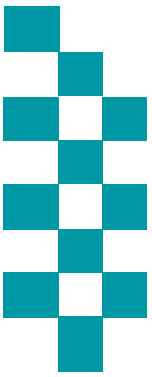


# Public Accountability Board



Meeting Date: 25<sup>th</sup> May 2021



**BE SAFE**  
**FEEL SAFE**

# Agenda



## Caring About the Vulnerable

Mental Health

s136 Detentions



## Ambitious Collaboration

Force Overview

City Command

Coastal Command



## Reinforcing Local Policing

County Command

Crime Trends

Crime Focus

ASB/PSW  
Incidents

Specialist  
Operations

Rural Task Force



## Enhancing the Customer Experience

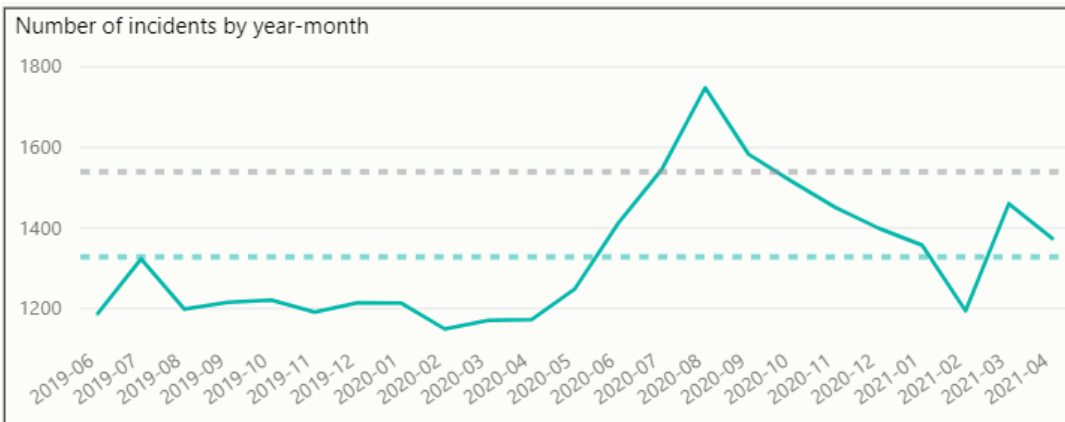
999

101

Local Priorities

# Mental Health

## Occurrences with a mental health qualifier



- There has been a dip in Mental Health related incidents this month. As a result of the extended use of the auto tag facility used by the FCR, this has increased the number of mental health qualifiers applied since May 2020.
- Incidents with a Mental Health tag have accounted for 19.48% of all incidents in the last 23 months and have accounted for 20.68% of all incidents in April 2021.

## Incidents with highest number of Mental Health Tag (01<sup>st</sup> April '19 – 28<sup>th</sup> February '21)

Description	Volume with mental health tag	% of All Type of Incidents
CONCERN SAFETY	11146	36.55%
MISSING PERSON	1992	6.53%
DOMESTIC INCIDENT	3215	10.54%
VIOLENCE	4545	14.90%
ASB NUISANCE	1660	5.44%

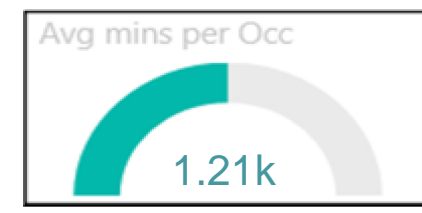
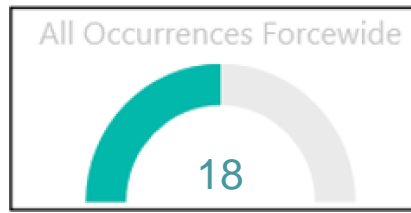
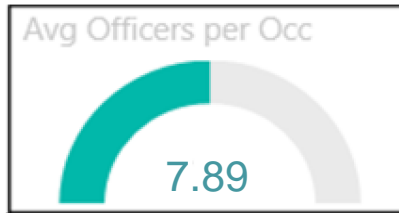
Incident data (left) relates to the initial police response where Mental health presented and was tagged on the incident

## Use of police custody as a place of safety

Police custody must only be used for s136 MHA detainees in highly exceptional circumstances, e.g. genuinely unmanageable risks of resistance, aggression, violence or escape, or if also detained for an offence. We scrutinise every use of custody in these circumstances.

*The below volumes have been reviewed and changed. Previously any s136 detention that occurred in custody has been counted, however, all but the below incidents, custody was not actually used as a place of safety. The incident occurred whilst in custody before the individual was transferred to a recognised Health Based Place of Safety and as such custody was never used as a Place of Safety. In these cases, the mental ill-health of the detainee was identified after their arrival at a custody suite.*

s136 Detentions (Police Custody)	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21
Under 18	0	0	0	0	0	0	0	0	1	0	0	0
Aged 18 or Over	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>
<i>Presented whilst in Custody and taken to HBPOS</i>	6	2	4	2	2	2	2	4	2	1	1	0

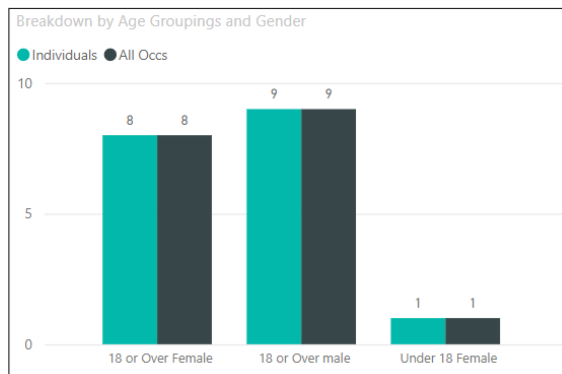


## By Occurrence Type

Type of Occ	Total
Personal Safety/Welfare	17
Police Generated Activity	1
<b>Total</b>	<b>18</b>

- April 2021 is slightly lower in volume than the average incident volume levels previously seen.
- 4 detainees required to be taken out of the county this month
- 7 incidents required Police transportation:  
1 following Risk assessment
- 38.89% of detentions resulted in Admission

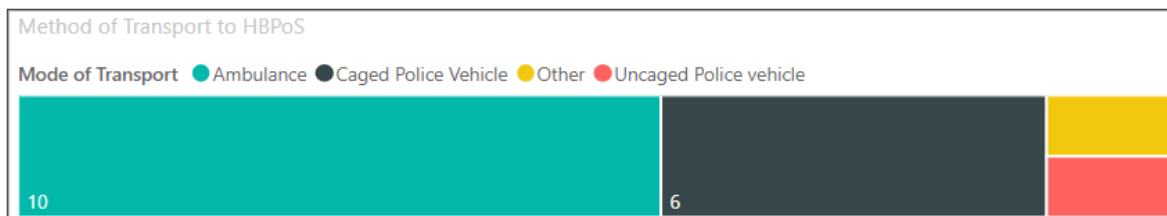
## Gender/Age Breakdown and Repeat Nominals



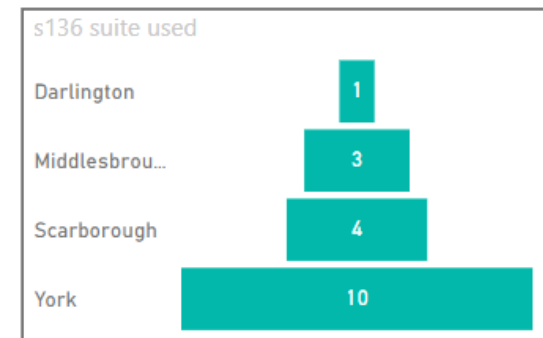
## Outcomes

Outcome Group	Occurrences	% of Total
Returned to the Community	11	61.11%
Admitted	7	38.89%
<b>Total</b>	<b>18</b>	<b>100.00%</b>

## Mode of Transport



## HBPOs Usage



# Force Levels (Incidents and Crimes Committed April 2021)

## Count of all Incidents and type

Count of Incidents

**6633**

Total Crimes Committed

**3325**

## Average Officers and Time Spent

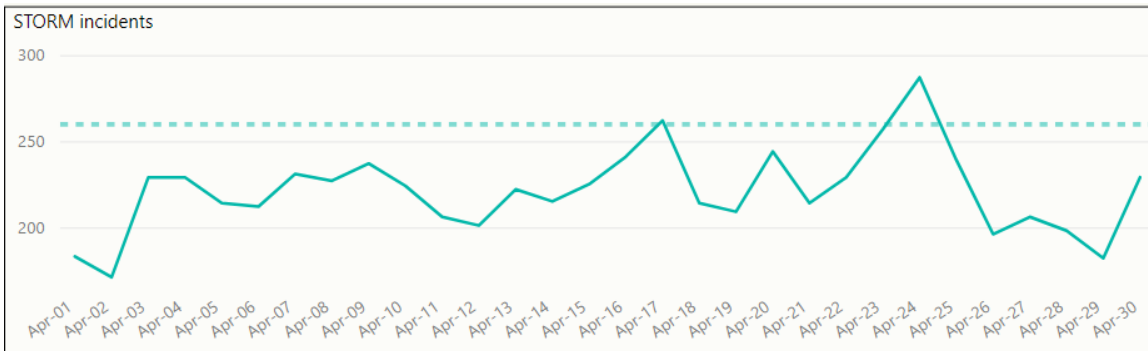
Average resources per incident

**2.37**

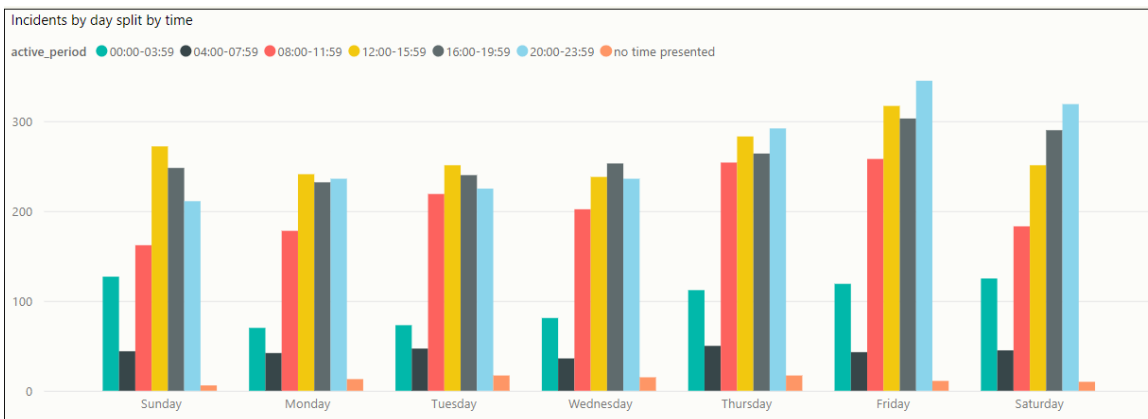
Average minutes per incident

**142.04**

## Incident Volumes by Date



## Incident Volumes by Day and Time Group



## Highest Wards by volume of Crime

Castle	Westfield	Clifton	Selby So...	Low Ha...	Mickle...
124	88	79	Woodlan...	Dringho...	Selby N...
Guildhall Inn...	Heworth	Huntin...	Central	The Gro...	Hull Ro...
111	87	70			

## Volume by Crime type

Crime	2021-04	Total
Violence Against The Person	1160	1160
Theft	580	580
Arson & Criminal Damage	399	399
Fraud	349	349
Public Order Offences	308	308
Burglary	159	159
Drug Offences	120	120
Vehicle Offences	99	99
Sexual Offences	64	64
Misc Crimes Against Society	47	47
Possession Of Weapons	26	26
Robbery	14	14
<b>Total</b>	<b>3325</b>	<b>3325</b>

# City Command (Incidents and Crimes Committed April 2021 – York and Selby)

## Count of all Incidents and type

Count of Incidents

**2394**

Total Crimes Committed

**1288**

## Average Officers and Time Spent

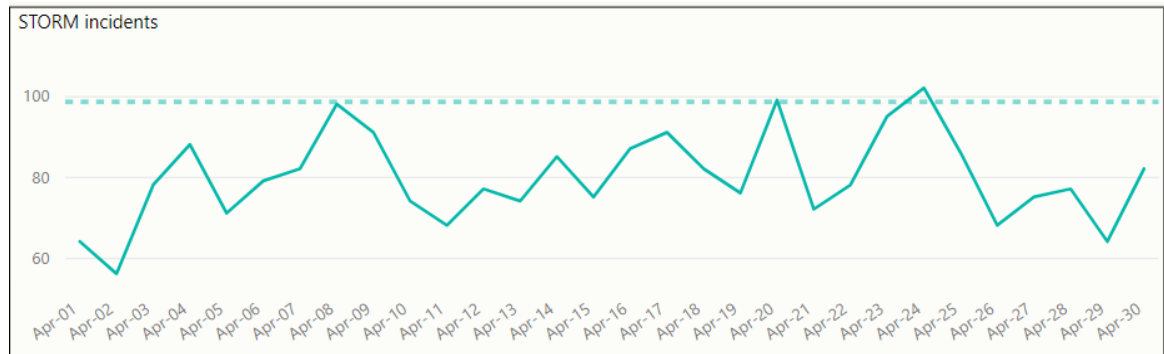
Average resources per incident

**2.48**

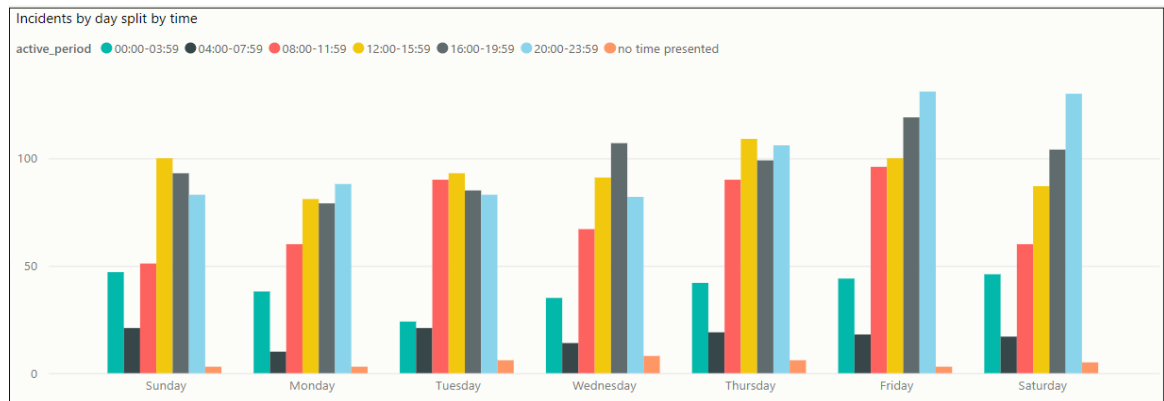
Average minutes per incident

**144.92**

## Incident Volumes by Date



## Incident Volumes by Day and Time Group



## Highest Wards by Crime Volume

Guildhall Inner (...)	Westfield	Heworth	Clifton	Selby South	The Groves (NYP)	Selby North
111	88	87	79	62	54	53
			Huntington and New E...	Dringhouses and ...	Micklegate Out...	Hull Road (NYP)
			70	54	53	52

## Volume by Crime type

Crime	2021-04	Total
Violence Against The Person	418	418
Theft	296	296
Arson & Criminal Damage	146	146
Public Order Offences	115	115
Fraud	110	110
Burglary	67	67
Drug Offences	43	43
Vehicle Offences	36	36
Misc Crimes Against Society	23	23
Sexual Offences	18	18
Possession Of Weapons	10	10
Robbery	6	6
<b>Total</b>	<b>1288</b>	<b>1288</b>

# Coastal Command (Incidents and Crimes Committed April 2021 – Scarborough and Ryedale)

## Count of all Incidents and type

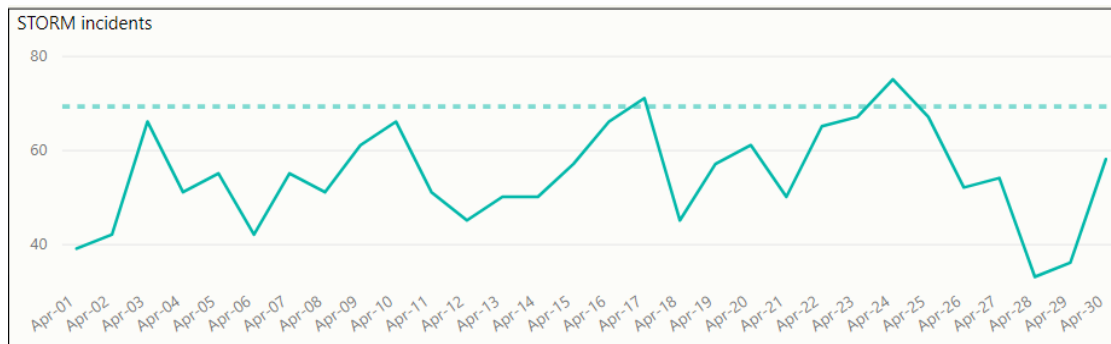
Count of Incidents

**1638**

Total Crimes Committed

**853**

## Incident Volumes by Date



## Average Officers and Time Spent

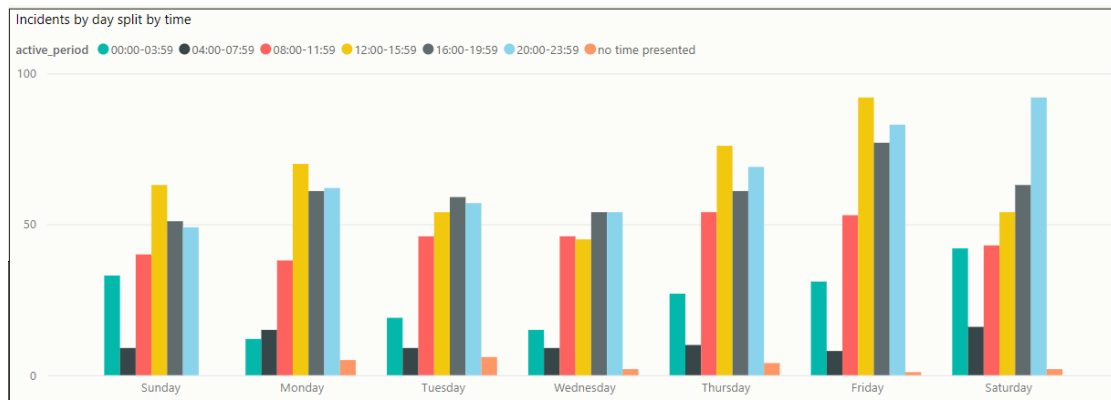
Average resources per incident

2.44

Average minutes per incident

145.45

## Incident Volumes by Day and Time Group



## Highest Wards by Crime Volume

Castle	Woodlands	Central	Eastfield	North Bay	Malton
124	60	58	48	37	35
			Falsgrave Park	Stepney	Ramshill
			44	37	32

## Volume by Crime type

Crime	2021-04	Total
Violence Against The Person	325	325
Fraud	106	106
Arson & Criminal Damage	98	98
Theft	98	98
Public Order Offences	94	94
Burglary	37	37
Drug Offences	33	33
Vehicle Offences	24	24
Sexual Offences	20	20
Misc Crimes Against Society	6	6
Possession Of Weapons	6	6
Robbery	6	6
<b>Total</b>	<b>853</b>	<b>853</b>

# County Command (Incidents and Crimes Committed April 2021 – Hamb, Rich, H'gate and Craven)

## Count of all Incidents and type

Count of Incidents

**2586**

Total Crimes Committed

**1178**

## Average Officers and Time Spent

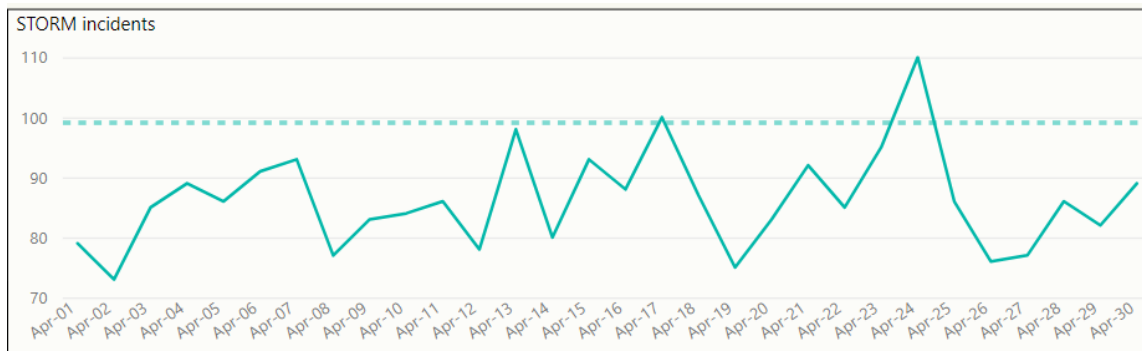
Average resources per incident

**2.21**

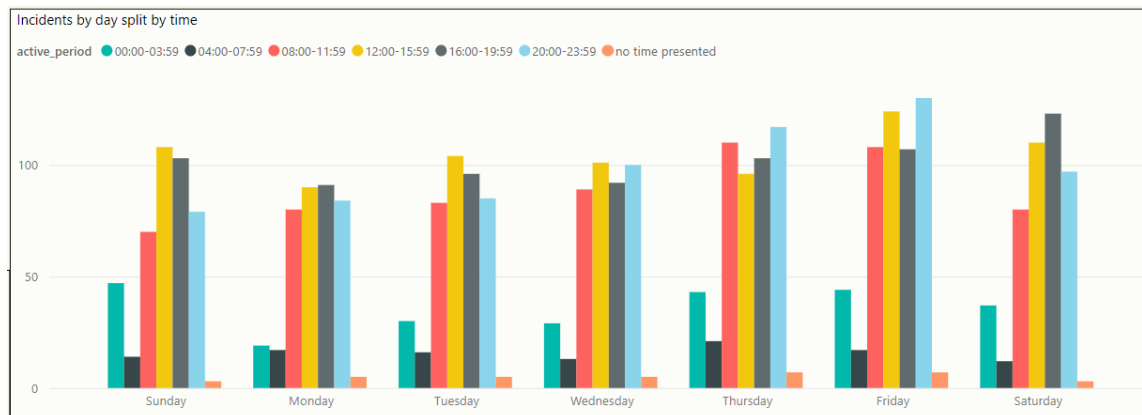
Average minutes per incident

**137.33**

## Incident Volumes by Date



## Incident Volumes by Day and Time Group



## Volume by Crime type

Crime	2021-04	Total
Violence Against The Person	414	414
Theft	186	186
Arson & Criminal Damage	155	155
Fraud	133	133
Public Order Offences	99	99
Burglary	54	54
Drug Offences	43	43
Vehicle Offences	38	38
Sexual Offences	26	26
Misc Crimes Against Society	18	18
Possession Of Weapons	10	10
Robbery	2	2
<b>Total</b>	<b>1178</b>	<b>1178</b>

## Highest Wards by Crime Volume

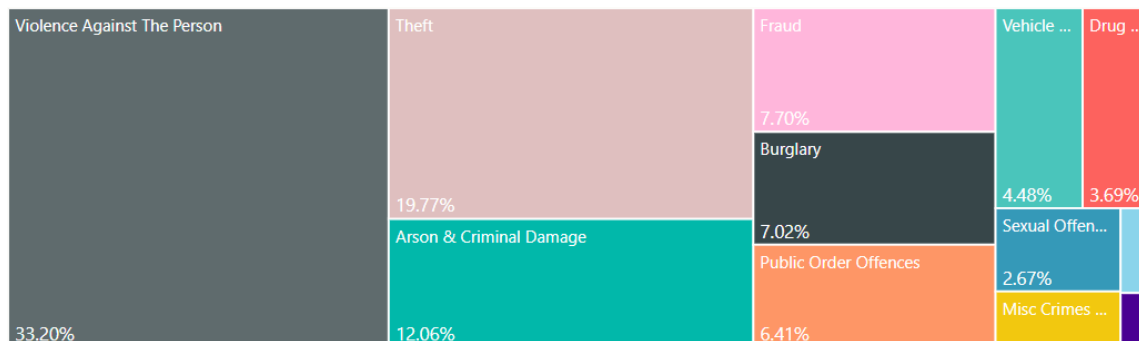
Low Harrogate	Thirsk	Ripon Mins...	Northallert...	Saltergate	Skipton...
57	41	40	36	34	28
High Harrogate	Granby	Knaresboro...	Starbeck	Colburn	Woodfi...
	40	36	36	30	28



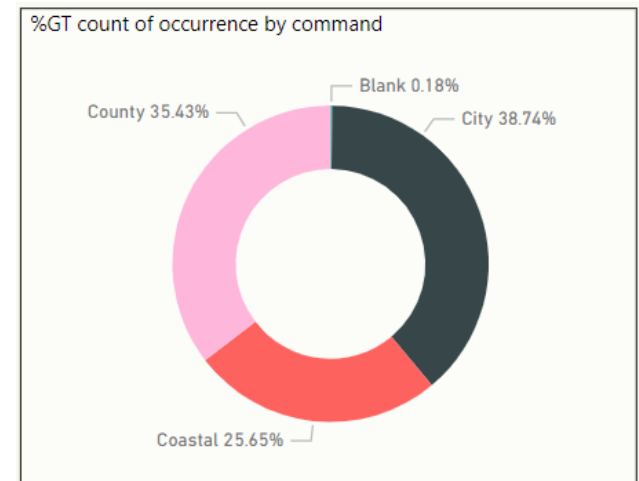
# CRIME – Financial Year to Date Comparison (Crimes by Committed Date)

	2019/2020	2020/2021	2021/2022	% Diff (21/22 compared 20/21)
Arson & Criminal Damage	508	291	407	39.86%
Burglary	349	157	160	1.91%
Drug Offences	148	157	122	-22.29%
Misc Crimes Against Society	76	79	49	-37.97%
Possession Of Weapons	31	33	27	-18.18%
Public Order Offences	269	219	314	43.38%
Robbery	18	13	14	7.69%
Sexual Offences	117	65	65	0.00%
Theft: All Other Theft	367	206	221	7.28%
Theft: Bicycle Theft	84	54	93	72.22%
Theft: Shoplifting	415	131	261	99.24%
Theft: Theft From Person	30	7	8	14.29%
Vehicle Offences	173	131	99	-24.43%
Violence Against The Person	1312	988	1167	18.12%
<b>Grand Total</b>	<b>3897</b>	<b>2531</b>	<b>3007</b>	<b>18.81%</b>

% Split of Crime Types



% split of all crimes by Command



# CRIME FOCUS – Financial Year To Date

HAM & RICH			
	2021/2022	% diff Same Period 20/21	
<b>CRIME</b>	<b>431</b>	<b>4.61%</b>	
Burglary	20	-4.76%	
Theft: Other	37	8.82%	
Theft: Shoplifting	28	211.11%	
Criminal Damage	56	30.23%	
Drug Offences	10	-28.57%	
Violence Offences	137	-13.29%	

SCAR & RYE			
	2021/2022	% diff Same Period 20/21	
<b>CRIME</b>	<b>862</b>	<b>19.72%</b>	
Burglary	37	-5.13%	
Theft: Other	40	-36.51%	
Theft: Shoplifting	55	189.47%	
Criminal Damage	100	5.26%	
Drug Offences	33	-15.38%	
Violence Offences	328	26.64%	

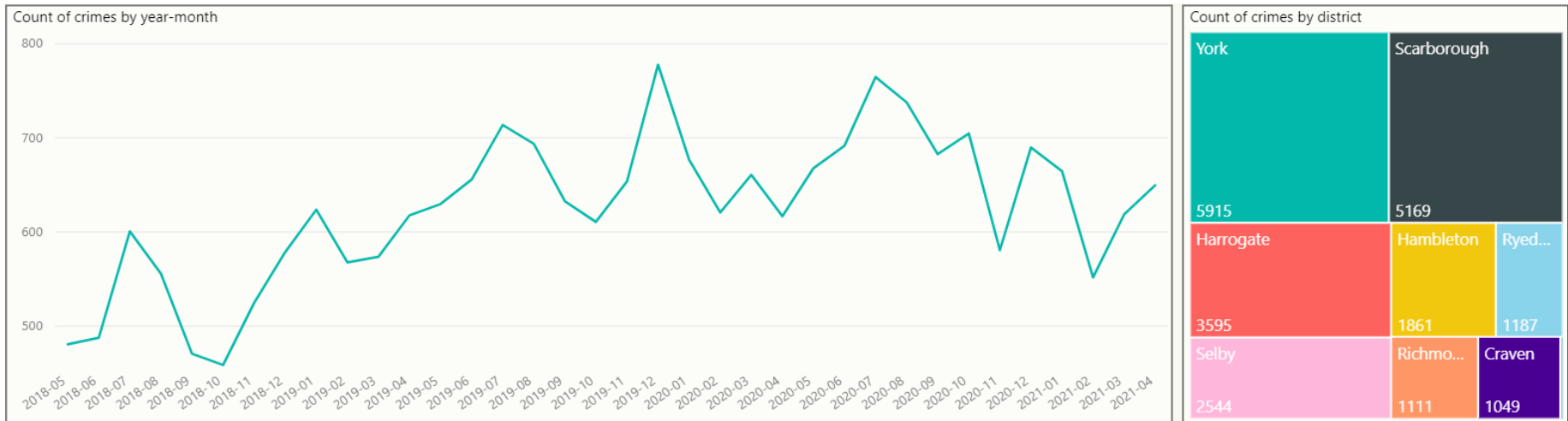
YORK			
	2021/2022	% diff Same Period 20/21	
<b>CRIME</b>	<b>966</b>	<b>30.36%</b>	
Burglary	55	34.15%	
Theft: Other	71	65.12%	
Theft: Shoplifting	99	106.25%	
Criminal Damage	108	50.00%	
Drug Offences	31	-26.19%	
Violence Offences	302	25.31%	

HARROGATE			
	2021/2022	% diff Same Period 20/21	
<b>CRIME</b>	<b>600</b>	<b>9.09%</b>	
Burglary	29	-19.44%	
Theft: Other	45	40.63%	
Theft: Shoplifting	50	25.00%	
Criminal Damage	79	75.56%	
Drug Offences	26	-21.21%	
Violence Offences	223	34.34%	

SELBY			
	2021/2022	% diff Same Period 20/21	
<b>CRIME</b>	<b>332</b>	<b>16.90%</b>	
Burglary	12	-14.29%	
Theft: Other	17	-29.17%	
Theft: Shoplifting	24	300.00%	
Criminal Damage	42	90.91%	
Drug Offences	14	-12.50%	
Violence Offences	117	9.35%	

CRAVEN			
	2021/2022	% diff Same Period 20/21	
<b>CRIME</b>	<b>161</b>	<b>3.87%</b>	
Burglary	6	0.00%	
Theft: Other	11	22.22%	
Theft: Shoplifting	5	-44.44%	
Criminal Damage	22	57.14%	
Drug Offences	7	-46.15%	
Violence Offences	57	0.00%	

## CRIME FOCUS – Domestic Abuse (Last 3 years)



- There has been a year on year increase in the volume of Domestic Abuse related recorded crimes since 2016/17. There was a 21.03% increase in the volume of Domestic Abuse recorded crimes between 2018/19 and 2019/20, and there was a 0.32% increase in volume between 2019/20 and 2020/21 from 7935 to 7960.
- The majority of reports consist of violence, either with or without injury. Increases are being seen across most age groups but most noticeably in the 16-18 range and also child on parent offending. The changes to the definition and scope of domestic abuse have in part contributed to the increase. For example, the reduction of the lower age limit from 18 to 16, and the introduction of offences of controlling or coercive behaviour have affected recording levels.
- Domestic abuse related stalking and harassment is also prevalent with continued frequent contact by telephone or online continuing the controlling elements of the former relationship after it has ended. Increases are also being noted in the reporting of non-recent offending in a domestic setting but this remains less than 10%. It has been noted that investigations are tending to deal with multiple crime reports as non-recent crimes are increasingly reported as part of current investigations.

The new Code, published on 1<sup>st</sup> April 2021 sets out the statutory services and a minimum standard for these services that must be provided to victims of crime by a number of organisations in England and Wales. It contains 12 Rights the victim can expect to receive as a minimum standard.

- 1) To be able to understand and to be understood
- 2) To have the details of the crime recorded without unjustified delay
- 3) To be provided with information when reporting the crime
- 4) To be referred to services that support victims and have services and support tailored to your needs
- 5) To be provided with information about compensation
- 6) To be provided with information about the investigation and prosecution
- 7) To make a Victim Personal Statement
- 8) To be given information about the trial, trial process and your role as a witness
- 9) To be given information about the outcome of the case and any appeals
- 10) To be paid expenses and have property returned
- 11) To be given information about the offender following a conviction
- 12) To make a complaint about your Rights not being met

# ANTI SOCIAL BEHAVIOUR, PUBLIC SAFETY & WELFARE AND ROAD TRAFFIC COLLISIONS (ANY INJURY SEVERITY)

HAM & RICH	2021-2022	% diff Same Period '20/21
<b>ASB</b>	<b>390</b>	-21.37%
Cov-19 Related Tag	295	-38.03%
<b>PSW</b>	<b>978</b>	20.44%
Missing Person	32	190.91%
Concern Safety	226	50.67%
Domestic Inc	40	-32.20%
<b>Injury RTC</b>	<b>29</b>	262.50%

SCAR & RYE	2021-2022	% diff Same Period '20/21
<b>ASB</b>	<b>791</b>	-20.74%
Cov-19 Related Tag	634	-33.61%
<b>PSW</b>	<b>1664</b>	23.17%
Missing Person	37	54.17%
Concern Safety	393	16.62%
Domestic Inc	141	34.29%
<b>Injury RTC</b>	<b>60</b>	122.22%

CRAVEN	2021-2022	% diff Same Period '20/21
<b>ASB</b>	<b>152</b>	-28.64%
Cov-19 Related Tag	129	-37.98%
<b>PSW</b>	<b>353</b>	0.57%
Missing Person	4	-55.56%
Concern Safety	77	1.32%
Domestic Inc	19	-5.00%
<b>Injury RTC</b>	<b>18</b>	50.00%

HARROGATE	2021-2022	% diff Same Period '20/21
<b>ASB</b>	<b>417</b>	-29.08%
Cov-19 Related Tag	364	-35.12%
<b>PSW</b>	<b>1230</b>	20.71%
Missing Person	44	62.96%
Concern Safety	263	32.83%
Domestic Inc	60	-24.05%
<b>Injury RTC</b>	<b>41</b>	86.36%

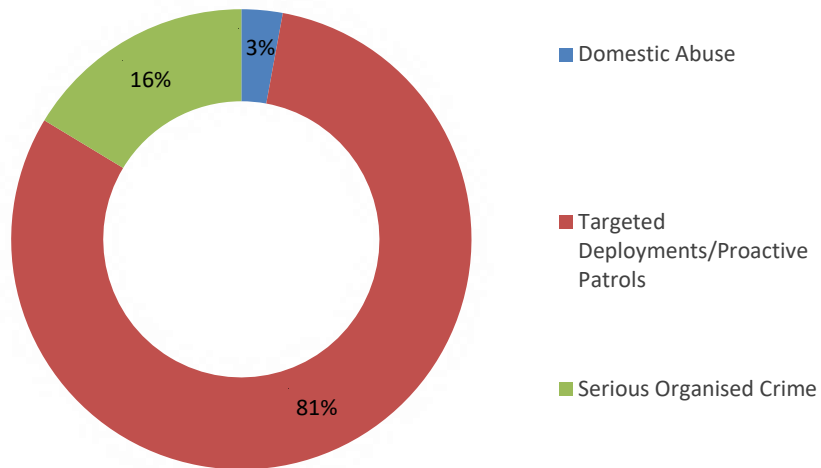
YORK	2021-2022	% diff Same Period '20/21
<b>ASB</b>	<b>853</b>	-11.24%
Cov-19 Related Tag	694	-23.90%
<b>PSW</b>	<b>1684</b>	27.19%
Missing Person	52	188.89%
Concern Safety	388	15.48%
Domestic Inc	117	11.43%
<b>Injury RTC</b>	<b>55</b>	292.86%

SELBY	2021-2022	% diff Same Period '20/21
<b>ASB</b>	<b>236</b>	-25.08%
Cov-19 Related Tag	207	-30.77%
<b>PSW</b>	<b>629</b>	16.70%
Missing Person	28	2700.00%
Concern Safety	114	-26.92%
Domestic Inc	43	-4.44%
<b>Injury RTC</b>	<b>21</b>	600.00%

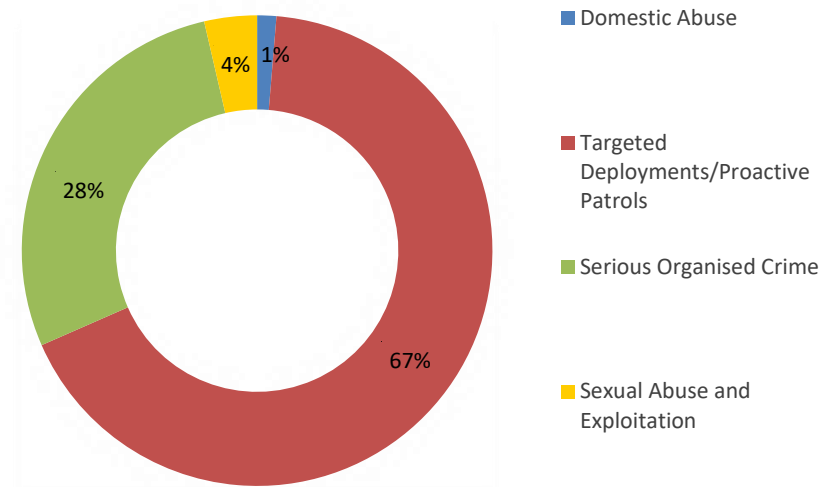
- ASB incidents have seen a significant decrease in all areas.
- PSW type incidents have significantly decreased across all areas which may be attributed to the current pandemic.

# Specialist Operations: Proactive & Support Activity (April 2021)

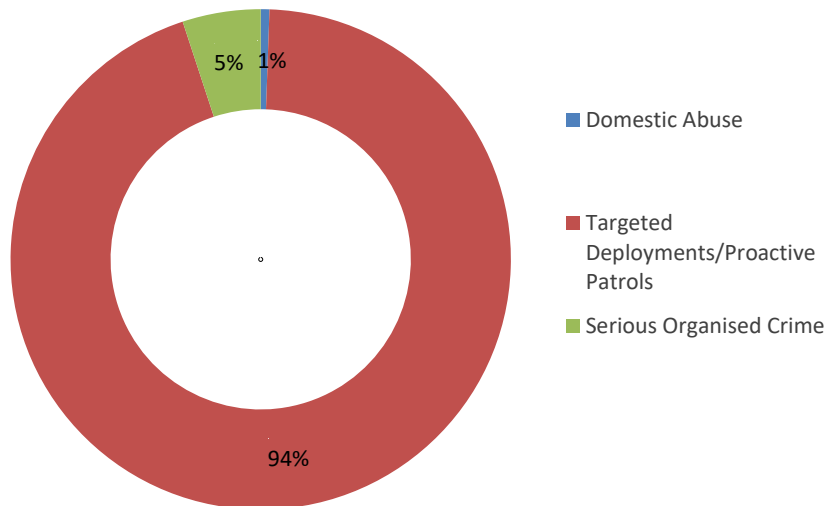
## Split of 1113 Hours Appointed to FSU



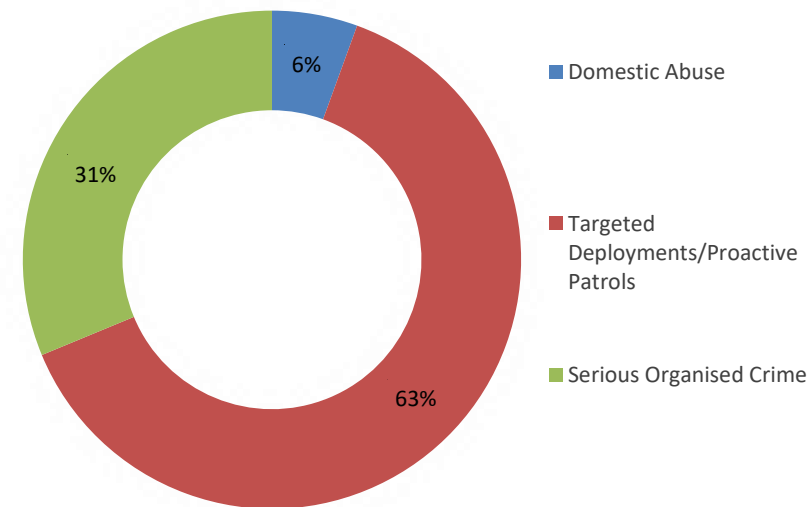
## Split of 611 Hours Appointed to OSU



## Split of 718 Hours Appointed to RPG



## Split of 289 Hours Appointed to Dogs



FSU = Firearms Support Unit    OSU = Operational Support Unit    RPG = Roads Policing Group

\*This data has been retrieved from a new recording method, as such the trend data is not displayed in this slide.

# Road Vehicle Collisions: Fatal & Serious

Road Vehicle Collisions for the period 01<sup>st</sup> May 2020 – 30<sup>th</sup> April 2021 where the Severity has been recorded as either Fatal or Serious

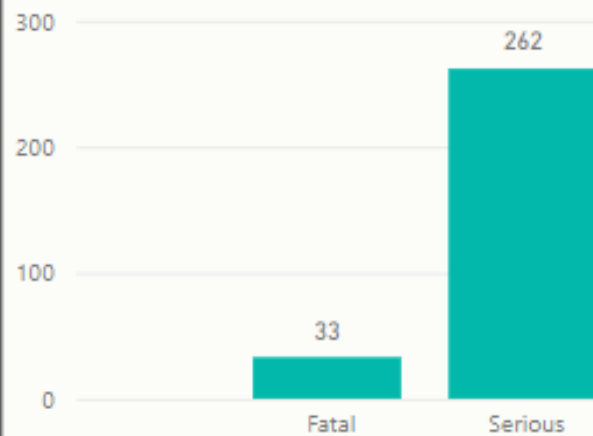
Count of Incidents

**267**

Nominal Count

**295**

Count of involved nominals by injury severity



Incident location by time period, where available

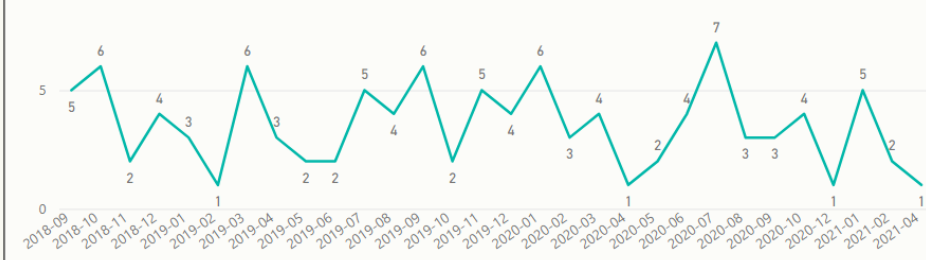
report period ● 00:00-03:59 ● 04:00-07:59 ● 08:00-11:59 ● 12:00-15:59 ● 16:00-19:59 ● 20:00-23:59



Three Year Trend of Road Vehicle Collisions where the Severity has been recorded as either Fatal or Serious

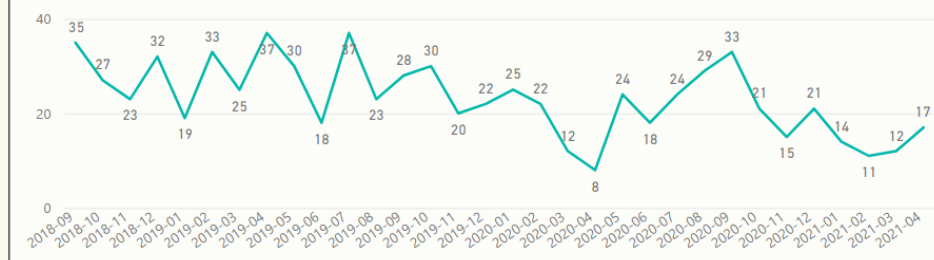
Severity: Fatal

Count of incidents by year-month



Severity: Serious

Count of incidents by year-month



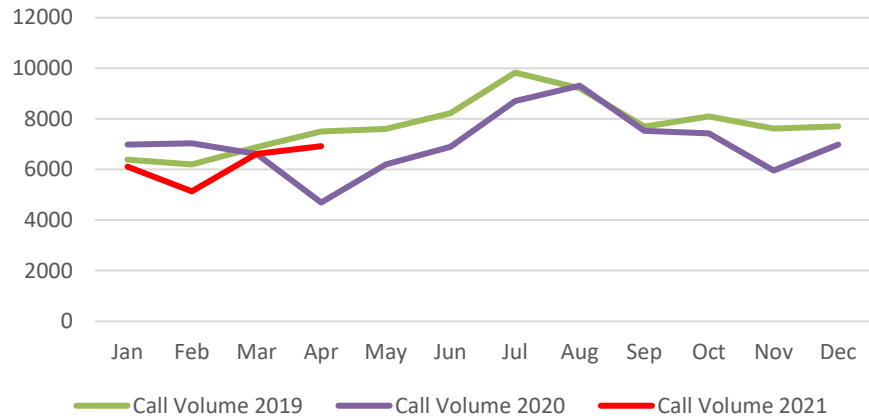
The headlines for the April 2021 are as follows.

- Poaching nominals intercepted and issued with community protection warning and a community protection notice which carries a criminal offence if breached.
- An operation was pulled together to target a prolific livestock thief who appeared in court and pleaded guilty to all offences due to the excellent prosecution case put forward by officers. He is due to be sentenced next month.
- After a series of Buzzard poisonings, a joint operation we conducted with partner agencies through the RSPB and a nominal identified and dealt with for poisonous substance. Forensic testing is underway, and the investigation is being pulled together.
- Joint night-time operations conducted with rural watch volunteers and bordering Police forces to show high visible presence and preventative measures for cross border criminality. More dates are planned in the future due to such success.
- Op Seabird conducted to raise awareness over the East Coast in terms of visitors to the beaches and seafront and the education around harm to wildlife and how they can support our coastline communities.
- Op Eyeball was an RTF led weeklong operation targeting metal theft including plant machinery. A total of 130 vehicles were stopped, 76 offences were identified, 12 vehicles were seized, 10 vehicles were issued prohibition notices and over 30 churches were visited to protect lead flashing. A highly successful week of action with appropriate partner agencies.
- Op Checkpoint performed with safer neighbourhood teams to target cross border criminality. 33 vehicles stopped, 3 searched, 3 offence reports generated, and 2 vehicles seized.
- 4 organised crime group nominals were arrested for theft of a quad bike after a proactive search and intelligence gathering exercise. Further stolen quads and offences uncovered as part of the investigation. Great disruption of an organised crime group.
- On the back of the safer streets funding bid 2 jammer devices were purchased that have now successfully been used and led to the arrest of 2 nominals who have been interviewed and reported for the relevant offences.
- 2 police off road motorcycles have been secured through funding which is now allowing increased capability and capacity to tackle North Yorkshire terrain and ASB hotspots.
- On the horizon is a new RTF business model proposal which will enhance the wider work force of NYP to be more involved and more accountable for tackling rural issues.

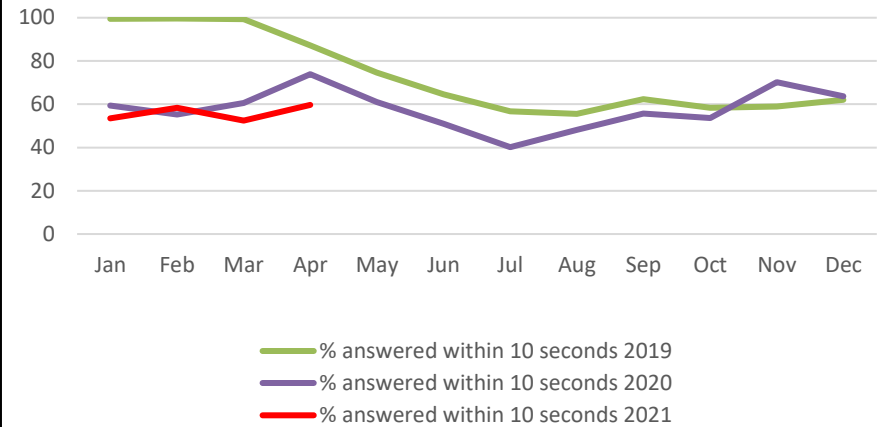


# Initial Contact – 999

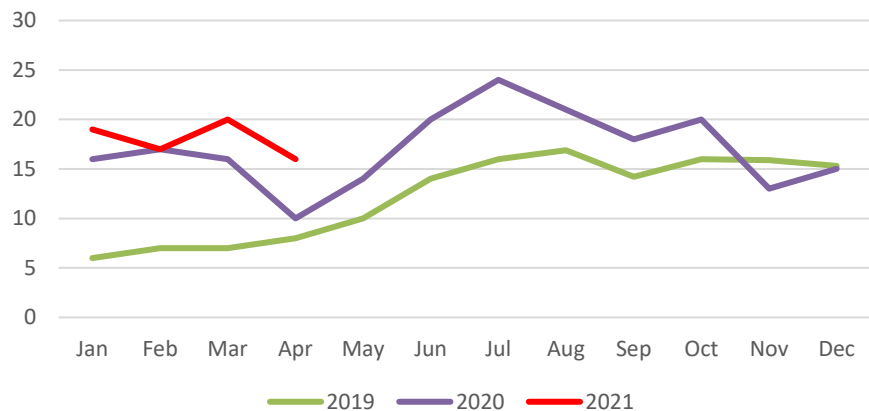
## 999 Call volumes



## % answered within 10 seconds



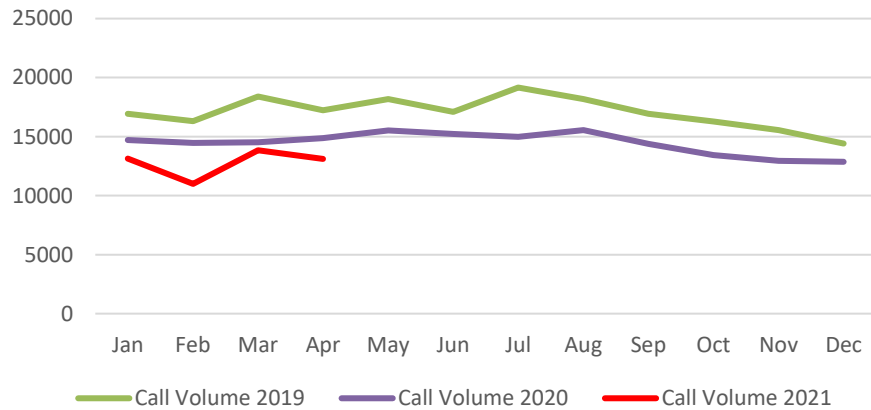
## Average Speed of Answer



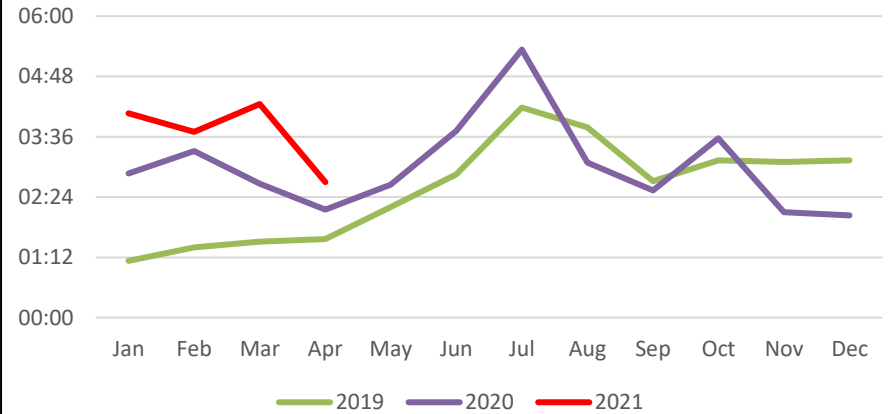
- 7.79% decrease in calls compared to April 2019
- 47.14% increase in calls compared to April 2020

# Initial Contact - 101

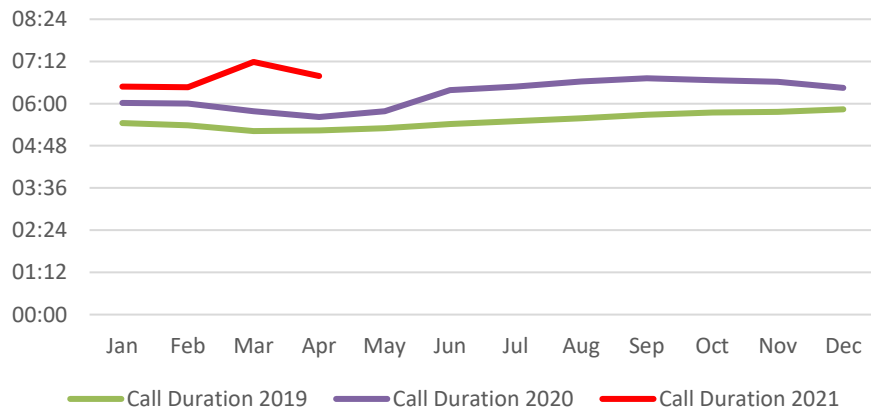
## Call Volume



## Average Speed of Answer



## Average Call Duration



- 23.95% decrease in call volume compared to April 2019
- 11.87% decrease in call volume compared to April 2020

# Local Policing – Police and Crime Plan 2017-2021

Hambleton	2020/2021	2021/2022	Diff
Burglary	17	16	-5.88%
Road	192	326	69.79%
Mental Health	183	215	17.49%

Scarborough	2020/2021	2021/2022	Diff
Burglary	30	23	-23.33%
Drug Offences	34	29	-14.71%
ASB	787	649	-17.53%

Richmondshire	2020/2021	2021/2022	Diff
Drug Offences	4	3	-25.00%
Burglary	4	4	0.00%
ASB	162	145	-10.49%

Ryedale	2020/2021	2021/2022	Diff
Burglary	9	14	55.56%
Drug Offences	5	4	-20.00%
ASB	211	142	-32.70%
Road	127	195	53.54%

Harrogate	2020/2021	2021/2022	Diff
Burglary	36	29	-19.44%
ASB	588	417	-29.08%
Road	285	610	114.04%
Cyber	94	69	-26.60%

York	2020/2021	2021/2022	Diff
Violence	241	302	25.31%
Burglary	41	55	34.15%
ASB	961	853	-11.24%
Cyber	93	96	3.23%

Craven	2020/2021	2021/2022	Diff
Burglary	6	6	-0.00%
Road	113	280	147.79%
Crime	155	161	3.87%

Selby	2020/2021	2021/2022	Diff
Drug Offences	16	14	-12.50%
Burglary	14	12	-14.29%
ASB	315	236	-25.08%
Cyber	47	33	-29.79%

➤ ASB incidents have seen a significant decrease in all areas. Please see Slide 12 for this breakdown.

# GLOSSARY

## Glossary

- ASB = Anti-Social Behaviour
- CMS = Community Messaging System
- Concern Safety = Concern for Safety – includes all occurrences where there is a concern for an individuals safety or welfare
- Fraud Offences = These are not included in the crime statistics as they are not reported by forces to the Home Office. Instead these crimes are passed to Action Fraud and statistics are collated by that agency
- FSU = Firearms Support Unit
- I Grade = priority assigned by control room for an incident requiring ImmEDIATE police response
- KSI = A casualty Killed or Seriously Injured as a result of a Road Traffic Collision on a public road
- MCU = Major Crime Unit
- MHA = Mental Health Act
- Miss Pers = Missing Person
- MO = Modus Operandi
- NPS = New PsychoaSctive Substances is the official term for Legal Highs
- NTE = Night Time Economy
- OCG = Organised Crime Group
- OSU = Operational Support Unit – a specialist unit which is deployed around the force through tactical bidding process
- OPL = Over Prescribed Limit typically the term used to describe failing a breath test
- PCSO = Police Community Support Officer
- PSW = Personal Safety and Welfare
- Resolved Outcome = A crime where an offender has been dealt with through sanction or restorative justice.
- RPG = Roads Policing Team
- RTF = Rural Task Force
- Sus Circs = Suspicious Circumstances – includes Insecure premises and Vehicles
- TIC = Taken Into Consideration is typically where an offender admits to further offences to avoid potentially being pursued for these at a later date.

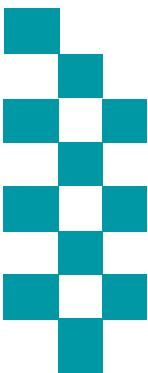
# Public Accountability Board

Part b) People



Reporting Period: As at end of April 2021

NB: Statistics remain provisional and subject to change



**BE SAFE**  
**FEEL SAFE**

# HR OVERVIEW

## Police Officers

Police Officer													
	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	21-22 Average
Officer Long-term FTE Target	1563.00	1563.00	1563.00	1563.00	1563.00	1563.00	1563.00	1563.00	1563.00	1563.00	1563.00	1563.00	1563.00
Actual/ Projected Officer Numbers (includes recruitment)	1493.17	1510.49	1504.49	1522.49	1514.49	1504.49	1537.49	1525.49	1516.49	1508.49	1527.49	1518.49	1515.30

The Officer Long-term FTE Target of 1563 is the target for March 2022.

The actual officer number at 01<sup>st</sup> May 2021 is 1510.49 against the new target of 1563, which includes the increase from Op Uplift for 2021-22. This is below the planned target and work is ongoing to review projections to inform future recruitment. This work will include any trends on resignations and retirements. Retirements will be reviewed on a regular basis to analyse the potential effect of pension remedy on early police officer retirements. Additional guidance and legislation is expected through this financial year. Once legislation and regulations are confirmed individuals will be able to make their decisions about retirement and this will be tracked on a regular basis.

# HR OVERVIEW

## PCSO

PCSO													
	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	21-22 Average
PCSO Long-term FTE Target	221.00	221.00	221.00	221.00	221.00	221.00	221.00	221.00	221.00	221.00	221.00	221.00	221.00
Actual/Projected PCSO Numbers (includes recruitment)	238.97	234.70	233.71	230.71	229.71	228.71	226.71	223.71	221.71	220.71	218.71	231.71	228.31

After the 2020-21 pilot with NYFRS for two Public Safety Officers, the 2021-22 budget has been amended to reflect the continuation and the budget is therefore 221 FTE.

The actual PCSO numbers at 01<sup>st</sup> May 2021 is 234.70 FTE against the target of 221. This is above the planned target and work is ongoing to review projections to inform future recruitment. This work will include any trends on leavers, particularly the numbers of PCSOs becoming Student Police Constables. The 2021-2022 average PCSO number is 228.31, which is 7.31 FTE higher than the target for March 2022.

# HR OVERVIEW

## Staff

ACTUAL:	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22
OPFCC	16.61	17.61										
Project Staff (Cost Centre 7600)	1.00	1.00										
Commissioned Services	14.05	14.05										
Chief Constable	1058.10	1049.18										
Total Staff against budget FTE	1089.76	1081.84										
Permanent Staff FTE	1036.20	1030.28										
Temporary Staff FTE (not including agency)	38.66	37.66										
Agency Staff FTE	14.90	13.90										
Total Staff FTE	1089.76	1081.84										

Corporate Services has now been added into Chief Constable. All rows include Agency Staff unless stated.

OPFCC figures do not include the PCC/DPCC. The total number of actual Staff has decreased by 7.92 FTE from the previous month, with a number of expirations of temporary contracts.

Two agency staff are in a supernumerary post. Thirteen agency staff are backfill or interim postings against established posts (includes part time agency staff).



# HR OVERVIEW

## Citizens in Policing

Citizens in Policing												
	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22
<b>Specials long-term FTE Target</b>												
<b>Actual Specials FTE</b>	104.00	114.00										
<b>Actual Volunteers (including Police Cadets)</b>	<b>202.00</b>	<b>200.00</b>										

The actual number of Special Constables has increased by 10 from last month.

We currently have 200 volunteers in the following roles;

Volunteer Advisors

Front Counter Support

Safer Neighbourhood Support

Rural Watch Patrol

Tape and information Facilitator

Police Cadets

Police Cadet Leaders

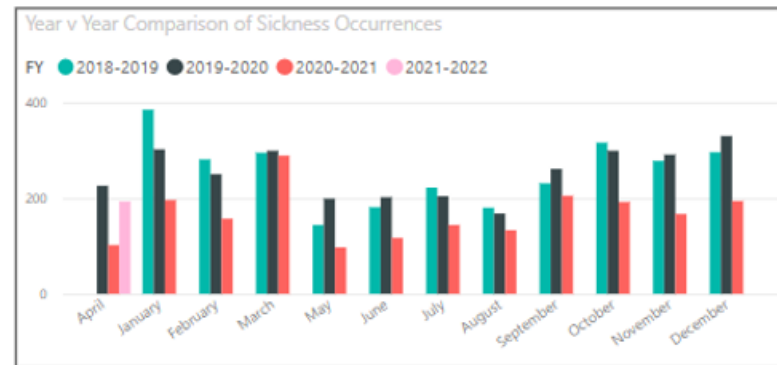
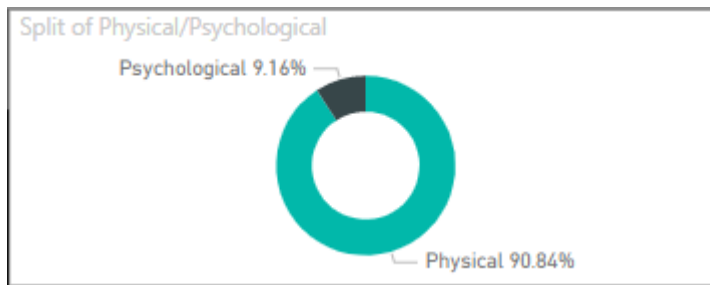
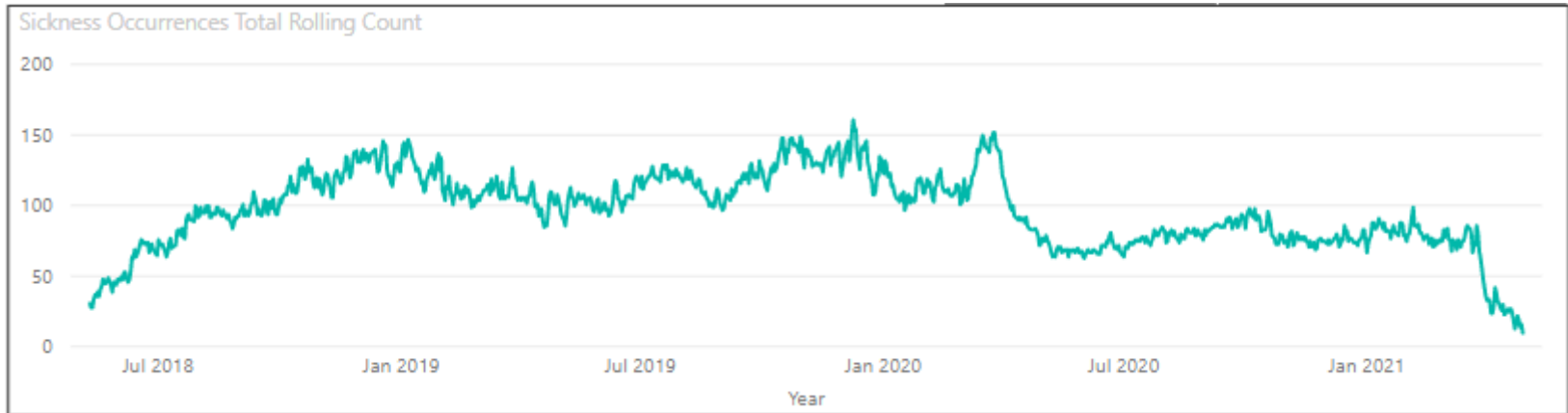
PSV Driver

Neighbourhood Support Volunteer

Vehicle Checker

# HR OVERVIEW

## Sickness Data



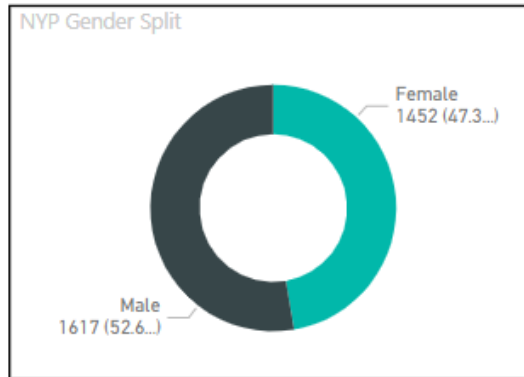
## Current initiatives

- Launch of e series platforms and on line toolkits to support 24/7 access and enhanced self-service options for individuals, managers and leaders.
- Enhancements to policies, procedures and guidance to reduce bureaucracy and ensure they are efficient and effective as possible.
- Targeted action and review of our long term sickness cases.
- Continued support and delivery of our Well-being approach and Well-being passports

# WORKFORCE DIVERSITY DATA

Data in the graphs below refer to all Police Officers, Specials, PCSO & Police Staff.

## Gender Data



Rank	Male	Female
Constable	61.41%	38.59%
Sergeant	71.49%	28.51%
Inspector	73.49%	26.51%
Chief Inspector	56.52%	43.48%
Superintendent	57.14%	42.86%
Specials	70.18%	29.82%
PCSO	48.13%	51.87%
Police Staff	39.99%	61.01%

## Self-Defined Ethnicity (SDE) Data

SDE	% of Total
White	95.69%
BAME	3.59%
Not Stated	0.72%

Rank	White	BAME	Not Stated
Constable	95.46%	3.74%	0.80%
Sergeant	97.44%	2.13%	0.43%
Inspector	96.39%	3.61%	0.00%
Chief Inspector	100.00%	0.00%	0.00%
Superintendent	92.86%	7.14%	0.00%
Specials	88.60%	8.77%	2.63%
PCSO	96.68%	3.32%	0.00%
Police Staff	96.16%	3.16%	0.68%

Data below provides a breakdown on Police Officer SDE (Constable – Superintendent)

SDE	% of Total
White	95.70%
BAME	3.58%
Not Stated	0.72%

Table below shows the North Yorkshire 2011 Census Population Data

Census Population Data				
District	Female	Male	White population	Other Ethnicities
North Yorks	50.80%	49.20%	96.60%	3.40%